

February 24, 2012

To the Members of the Select Board
Town of Moultonborough
Moultonborough, New Hampshire 03254

The ABC has reviewed the results of the proposed three-plus year Collective Bargaining Agreement (CBA) (March 17, 2012-June 30, 2015) between the Moultonborough Police Benevolent Association and the Town of Moultonborough. In a vote of 5-0 (5 in favor, 0 against) the Committee has agreed to support the contract.

The Committee would like to commend the effort made by both the Select Board negotiators and negotiators for the Moultonborough Police Benevolent Association. It is this Committee's opinion that the proposed contract represents a fair and reasonable agreement for both parties. We further note that it is our opinion that the financial impact of this three-year agreement is not significantly different from that which would have been realized without collective bargaining.

In an attempt to provide the community with a factual understanding of the proposed contract stipulations, we have summarized the major issues and presented our thoughts below. We request that the community take the time to understand the proposed contract changes prior to voting.

Proposed contract

The Moultonborough Police contract is proposed to cover three plus years, beginning March 17, 2012, and ending June 30, 2015. As this is the first "inaugural" contract between the Police Association and the Town of Moultonborough, much of the contract is centered on codifying existing terms, conditions, provisions, current policies and benefits which provide the framework under which the Union will operate going forward. The following represent the major dollar cost contract provisions.

Salary

Over the three-year contract, the total increase in police salaries including longevity awards and waged based benefits (e.g. FICA, retirement, workers' comp) will be equivalent to any increases made to all other non-union town employees.

- Effective April 1, 2012 the Labor Grade and Step schedule applicable to the union positions currently in place will be adjusted to reflect a 2.5 % cost of living increase.
- Any further increase in general cost of living (COLA) between April 1, 2013 and June 30, 2015 granted by the Town to non- union employees will be consistently applied to the Step and Grade schedule applicable to the eligible employees covered under the union contract.
- The total increase in police union salaries and related benefits for 2012-2013 represents approximately \$13,750. In addition, increased costs for related benefits, (Medicare, retirement, life and long term disability) represent an additional cost of approximately \$3,550.

Uniform Allowance

The uniform allowance for officers increases from the existing \$780 per year to \$1,000 per year.

The Uniform allowance for Communications Specialists decreases from the existing \$250 per year to \$0 per year.

Insurances

The Town will provide group health insurance which is substantially equivalent to the Mathew Thornton Blue 10 RX\$ 10/20/45/M\$, a group dental plan substantially equivalent to the Delta 3C program, a life insurance policy equivalent to 1 times the annual base salary with a maximum value of \$50,000, and a long term disability insurance policy of 60 % of the employees base salary with a maximum monthly benefit of \$6,000. The employee shall contribute 10 % of the costs of coverage on themselves and 10 % of the costs of any such plan above those incurred for the employee as an individual.

The Committee strongly supports the insurance provisions contained within this contract. The Committee further notes that by transitioning all union employees to the above mentioned Mathew Thornton health insurance program, the Town will realize a savings of \$30,000 in 2012.

Paid Time Off

Employees will earn a bank of leave time, and may use such time to be absent from work with pay, for a variety of reasons including but not limited to illness, vacation, disability, to attend medical appointments and to care for the members of one's immediate family. Leave time will accrue as follows:

0-1 Year Service	3.00 hours per week
1-5 Year Service	4.00 hours per week
5-10 Year Service	4.50 hours per week
10-15 Year Service	5.00 hours per week
15-20 Year Service	5.50 hours per week
20-25 Year Service	5.75 hours per week
Over 25 Years	6.00 hours per week

This is a divergence from the plan offered to the non-union employees. The current Town plan specifically accrues vacation, sick and personal time off.

The ABC supports the concept of a paid time off leave bank.

Summary

As stated in Article 1 of the proposed contract:

It is the purpose of this agreement to achieve and maintain harmonious relations between the Town and the Union, and to provide for the equitable and peaceful adjustment of contractual differences which may arise, through proactive, constructive, and cooperative interaction, and to continue the existing harmonious relationship between the Town and its employees to promote the efficiency, morale, wellbeing, and security of said employees, and to establish proper standards of wages and benefits, hours, and other conditions of employment.

The ABC is encouraged and supportive of the proposed contract. We believe that the proposed contract represents a reasonable foundation to begin codifying the financial and working environment of the union members. We request that the Town and Union members continue to work together to identify and initiate alternatives that will provide a fair, competitive and cost effective environment for both employees and taxpayers.

Respectfully submitted,

Jean Beadle, Chair - ABC

Moultonborough Budget Advisory Committee

Alan Ballard

Jean Beadle

Ed Marudzinski

Tom Randell (ABC Alternate at Large)

Kathy Garry (School Board Representative)

Barbara Sheppard (Library Trustee Representative)

Russ Wakefield (Select Board Representative)